It is important that the following information (which is not a p	art of the contract) be given.	
Years of training: College <u>ASU Jonesboro</u>	Total Years of Experience:	<u>5.5</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>5.5</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСНЕЯ	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fin	rst Part, and <b>Donna Alexander</b> , Party of the Secon	nd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ity vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Donna Alexan	<u>nder</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	s as follows:	
Elementary, or other duties as directed by the Principal, for a to time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is: August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school direnewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	under this contract is \$ 37,041.00 to be paid in 12 instatistrict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless of	Illments.
CERTIFICATION: The Party of the Second Part certifies that with another school district except for part-time services shared		
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by May 2, 2012.	y June 21, 2012. This contract replaces the contract	ct issued on
Given this, the 21st day of May, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Bear	The Assessment of the State of
Address (Party of the Second Part)	land Stroke	
Address (Party of the Second Part)	Secretary of the School Board	

It is in 1 portant that the following information (which is no	t a part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>22</u>
Certificate based on BS Degree or	Years of Experience in this district:	9
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
TEACH	HER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	e First Part, and Linda Arman, Party of the Second Par	rt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a m	ajority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Linda Arr	man,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform ser	vices as follows:	
	or a total of 190 working days. 178 days will be student-teacher training, and two days will be used for parent-teacher co	
August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensa BOARD POLICIES: The personnel policies of each scho	Months of School; <u>178</u> Days of School; Calendar ation under this contract is \$ \$39,900.00 to be paid in <u>12</u> instant old district in effect at the time a teacher's contract is entered said contract and shall be binding upon both parties unless characters.	allments. into or
	s that at the date of this contract he or she is not under teachin ared by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the which no teaching services were rendered (Ark. Stat. 80-13 TERMINATION:	•	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	ed by June 2, 2012.	
Given this, the 2nd day of May, 2012	Richy Johnson	
Partyl of the Second Part (Teacher)	President of the School Board Livel	<i>(</i>
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which	ch is not a part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>24</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>22</u>
Semester Hours	Grade or Subject to be taught:	Elementary Principa
Social Security Number:	Member of Teacher Retirement:	Contributory
Т	EACHER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of	the First Part, and Nanette Belford, Party of the Second Pa	ırt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a	majority vote of the directors present at a legally held meet	ing on the <b>27th</b> day
of February 2012, agrees to employ Nanette Belfo	<u>ord</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perf	form services as follows:	
certificate, properly registered and issued by th	months. The party of the second part represents that he State of Arkansas, sufficient to lawfully permit him/t. Contract salary amount includes \$5,000.00 stipend	her to perform such
July 1, 2012 to June 30, 2013 or such other time as a COMPENSATION FOR SERVICES: Annual co BOARD POLICIES: The personnel policies of ea	Months of School; <u>178</u> Days of School; <u>12</u> Cale may be determined by the board.  Impensation under this contract is \$ <u>70,507.00</u> to be paid in ch school district in effect at the time a teacher's contract is a serms of said contract and shall be binding upon both parties	12 installments.
	certifies that at the date of this contract he or she is not und vices shared by more than one school district which is listed	
REFUND OF UNEARNED SALARY: The Party which no teaching services were rendered (Ark. Statement May 100). This agreement may be terminated.		ny salary received for
OTHER CONDITIONS OF EMPLOYMENT:		
<ul> <li>A. Party of the second part to reside within the</li> <li>B. Attendance at all athletic events is encourared including tournaments, is required.</li> <li>C. Party of the second part will remain on can</li> <li>D. This contract is null and void if not signed</li> </ul>	ged. However, attendance at all home football games and lapus until all bus routes are completed.	basketball games,
Given this, the 2nd day of May, 2012.	Rich Sola	
Party of the Second Part (Teacher)	President of the School Hoard	
Address (Party of the Second Part)	Secretary of the School Board	K

### ATTACHMENT TO PRINCIPAL'S CONTRACT

#### Suspension and/or Termination

Failure to render satisfactory performance as a principal shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

- 1. Incompetency
- 2. Misconduct
- 3. Neglect of duties
- 4. Insubordination
- 5. Failure to meet licensing requirements
- 6. Excessive absenteeism
- 7. Conviction of a crime involving moral turpitude

A principal may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the principal shall be reinstated.

Party of the Second Part

5-31-12

Date

It is important that the following	or information (I.)		
Years of training: College	UCA	a part of the contract) be given.	
Certificate based on BSE Degree		Total Years of Experience:	<u>14</u>
_	mester Hours	Years of Experience in this district: Grade or Subject to be taught:	<u>12</u>
Social Security Number:		Member of Teacher Retirement:	High School  Contributory
			Contributory
	TEACH	ER'S CONTRACT	
STATE OF ARKANSAS			
PARTIES: The <u>HAZEN</u> S	chool District, Party of the	First Part, and <b>Danny J Besancon</b> , Party of the Secon	nd Part,
agree as follows:			
EMPLOYMENT: The Part	ty of the First Part by a maj	jority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agr			Ü
Party of the Second Part as pr	ovided herein:		
SERVICE: Party of the Second	d Part agrees to perform servi	ces as follows:	
PE and Athletics, or other dutic interaction time, ten days will be conferences.	es as directed by the Principal e used for staff development a	l, for a total of 240 working days. 178 days will be studentand in-service training, and two days will be used for parent	-teacher t-teacher
COMPENSATION FOR SER BOARD POLICIES: The pers	VICES: Annual compensation onnel policies of each school be incorporated as terms of sain	Months of School; <u>178</u> Days of School; <u>12</u> Calendar months on under this contract is \$ <u>49,852.00</u> to be paid in <u>12</u> install district in effect at the time a teacher's contract is entered i id contract and shall be binding upon both parties unless ch	ments.
CERTIFICATION: The Party with another school district exce	of the Second Part certifies the pt for part-time services share	hat at the date of this contract he or she is not under teachin ed by more than one school district which is listed herein:	g contract
which no teaching services were	rendered (Ark. Stat. 80-1331)	cond Part agrees to refund to the school district any salary r )	received for
OTHER CONDITIONS OF EN	MPLOYMENT:		Machine
Coaching Duties: Athletic Di (\$1000 stipend)	rector (\$1000 stipend), Hea	ad Football Coach (\$2000 stipend) and Head Baseball	l Coach
This contract is null and void	if not signed and returned l	by June 2, 2012.	
Given this, the 2nd day of May, 2	2012		
Party of the Second Part (1 eacher	.)	President of the School Holard	
Address (Party of the Second Part	t)	Secretary of the School Board	- The state of the

Y. A.		····
It is important that the following information (which is not a par	·	
Years of training: College Southwest Missouri State	Total Years of Experience:	<u>27</u>
Certificate based on BA Degree or	Years of Experience in this district:	<u>6</u>
Semester Hours	Grade or Subject to be taught:	Agriculture
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'S	S CONTRACT	<del></del>
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	Part, and <u>Dale W Bitting</u> , Party of the Second F	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Dale W Bitting,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as	s follows:	
<b>Agriculture Teacher</b> , or other duties as directed by the Principal, interaction time, ten days will be used for staff development and inconferences.		
TIME: The time period covered by this contract is: Mo July 1, 2012 to June 30, 2013.  COMPENSATION FOR SERVICES: Annual compensation un BOARD POLICIES: The personnel policies of each school distr renewed shall be considered to be incorporated as terms of said co mutual consent. (Act 224 of 1983)	nder this contract is \$ 52,105.00 to be paid in 12 installict in effect at the time a teacher's contract is entered	llments.
CERTIFICATION: The Party of the Second Part certifies that at with another school district except for part-time services shared by	t the date of this contract he or she is not under teachi more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	Part agrees to refund to the school district any salary	received for
OTHER CONDITIONS OF EMPLOYMENT:		***************************************
This contract is null and void if not signed and returned by J	une 2, 2012.	
Given this, the 2nd day of May, 2012.	Rich Johnson	
- my pri une peccona Part (Teacher)	President of the School Board	
	- Ikind atrack	
Address (Party of the Second Part)	Secretary of the School Board	<del></del>

Years of training: College <u>UCA</u>	Total Years of Experience:	<u>19</u>
Certificate based on BSE Degree or	Years of Experience in this district:	
Semester Hours	•	Special S
Social Security Number	Member of Teacher Retirement:	Contribu
TEACH	IER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	e First Part, and <u>Janet L Boothe</u> , Party of the Second	d Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	ajority vote of the directors present at a legally held	meeting
26th day of March 2012 agrees to employ Janet L Bo	oothe,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services.	vices as follows:	
<b>Special Services</b> , or other duties as directed by the Principa interaction time, ten days will be used for staff development conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensa BOARD POLICIES: The personnel policies of each schoorenewed shall be considered to be incorporated as terms of smutual consent. (Act 224 of 1983)	tion under this contract is \$ 38,550.00 to be paid in 12 ins old district in effect at the time a teacher's contract is enter	stallments ed into or
CERTIFICATION: The Party of the Second Part certifies	s that at the date of this contract he or she is not under teachered by more than one school district which is listed herei	ching con
with another school district except for part-time services sha		
REFUND OF UNEARNED SALARY: The Party of the Swhich no teaching services were rendered (Ark. Stat. 80-13: TERMINATION:	31)	ary receiv
REFUND OF UNEARNED SALARY: The Party of the Swhich no teaching services were rendered (Ark. Stat. 80-13:	31)	ary receiv
with another school district except for part-time services shared the services shared the services which no teaching services were rendered (Ark. Stat. 80-13. TERMINATION:	31)	ary receiv
with another school district except for part-time services share the services with another school district except for part-time services share the services which no teaching services were rendered (Ark. Stat. 80-13: TERMINATION:  OTHER CONDITIONS OF EMPLOYMENT:	31)	ary receiv

It is important that the following information (which is not a p	part of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	<u>5</u>
Certificate based on BSE Degree or	Years of Experience in this district:	<u>5</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHEI	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fi	erst Part, and Stacey M Bowman, Party of the Seco	ond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	rity vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Stacey M Boy	wman,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a t time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school d renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	n under this contract is \$ 32,250.00 to be paid in 12 installistrict in effect at the time a teacher's contract is entered I contract and shall be binding upon both parties unless c	Ilments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared		ing contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned b	y June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	
Party of the second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	stellary of the School State of C	

It is important that the following information (which is not a p	part of the contract) be given.	
Years of training: College	Total Years of Experience:	<u>5</u>
Certificate based on <u>BA</u> Degree or	Years of Experience in this district:	<u>2</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	est Part, and Nathaniel Bradow, Party of the Secon	nd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ity vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Nathaniel Bra		oung on the
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
English, or other duties as directed by the Principal, for a total o will be professional development and two days will be parent/tea	f 190 working days. 178 days will be student interactionacher conference.	n, ten days
TIME: The time period covered by this contract is:Maugust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school dis renewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$ 32,250,00 to be paid in 12 install strict in effect at the time a teacher's contract is entered is contract and shall be binding upon both parties unless charges.	lments.
CERTIFICATION: The Party of the Second Part certifies that with another school district except for part-time services shared by	at the date of this contract he or she is not under teachin	ng contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012.	Rich John	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

<u> </u>		
It is important that the following information (which is n	ot a part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>23</u>
Certificate based on MME Degree or	Years of Experience in this district:	<u>19</u>
Semester Hours	Grade or Subject to be taught:	High School Principal
Social Security Number:	Member of Teacher Retirement:	Contributory
TEAC	HER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	est Part, and Roxanne W Bradow, Party of the Secon	d Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori Of February 2012, agrees to employ Roxanne W Brado	ity vote of the directors present at a legally held meet $\underline{\mathbf{w}}$ ,	ing on the <u>27th</u> day
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform ser High School Principal and other duties for 12 months wit second part represents that he/she holds a valid certificate, lawfully permit him/her to perform such duties as may be a	h days off to be determined by Superintendent or Bo	ard. The party of the sas, sufficient to
TIME: The time period covered by this contract is:  July 1, 2012 to June 30, 2013, or such other time as may be COMPENSATION FOR SERVICES: Annual compense BOARD POLICIES: The personnel policies of each schorenewed shall be considered to be incorporated as terms of mutual consent. (Act 224 of 1983)	e determined by the board.  ation under this contract is \$ 67,379.00 to be paid in pol district in effect at the time a teacher's contract is said contract and shall be binding upon both parties.	12 installments.
<b>CERTIFICATION:</b> The Party of the Second Part certifie with another school district except for part-time services sh	s that at the date of this contract he or she is not undo ared by more than one school district which is listed	er teaching contract herein:
REFUND OF UNEARNED SALARY: The Party of the which no teaching services were rendered (Ark. Stat. 80-13 TERMINATION: This agreement may be terminated for OTHER CONDITIONS OF EMPLOYMENT:  A. Party of the second part to reside within the bound B. Attendance at all athletic events is encouraged. Hincluding tournaments, is required.  C. Party of the second part will remain on campus un D. Party of the second part shall be required to render	just cause. See attachment.  laries of the school district.  owever, attendance at all home football games and b	asketball games,
ntitled to ten (10) working days, excluding school personal day if desired. There shall be no carry-own No vacation days shall be granted during the two vacations in the spring. The vacation days during the shall be no more than two vacation days used in su	I holidays, annual vacation with full pay. One of sailor of unused vacation days after August 1 of the such weeks before school opens in the fall or during the two school term shall be limited to full days only, not to accession during the school term. Permission for vacation, in whose office the record of vacation days due to approval of the School Board.	d days may be used as ceeding fiscal year. To weeks before school exceed 4 days. There
Given this, the 2nd day of May 2012	Rich Johns	Control of the Contro
Party of the Second Part (Teacher)	President of the School Board	<b>A A</b>
	resident of the School Board	<i>! ()</i>
Address (Party of the Second Part)	the strol	LL

Address (Party of the Second Part)

## **ATTACHMENT TO PRINCIPAL'S CONTRACT**

#### Suspension and/or Termination

Failure to render satisfactory performance as a principal shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

- 1. Incompetency
- 2. Misconduct
- 3. Neglect of duties
- 4. Insubordination
- 5. Failure to meet licensing requirements
- 6. Excessive absenteeism
- 7. Conviction of a crime involving moral turpitude

A principal may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the principal shall be reinstated.

Party of the Second Part

5/4/2

Date

It is important that the following information (which is not a page 1)	art of the contract) be given.	
Years of training: College <u>Harding</u>	<b>Total Years of Experience:</b>	<u>22</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>22</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	rst Part, and <u>Deborah L Carlyle</u> , Party of the Secon	nd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ity vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Deborah L Ca	arlyle,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	s as follows:	
<b>Social Studies</b> , or other duties as directed by the Principal, for a interaction time, ten days will be used for staff development and conferences.		
TIME: The time period covered by this contract is: Magust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school disrenewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	under this contract is \$ 45,791.00 to be paid in 12 install strict in effect at the time a teacher's contract is entered i contract and shall be binding upon both parties unless ch	lments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared		ng contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	nd Part agrees to refund to the school district any salary	received for
OTHER CONDITIONS OF EMPLOYMENT:		
Contract amount includes \$500.00 stipend for duties as Stu	udent Council Sponsor.	
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	
Party of the Second Part (Teacher)	President of the School Bad	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a part o	of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>2.5</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>2.5</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Non Contributory
TEACHER'S	CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First Pa	art, and <u>Lindsay Carpenter</u> , Party of the Se	econd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority vo	ote of the directors present at a legally held	meeting on the
26th day of March 2012 agrees to employ Lindsay Carpente	<u>r</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as for	ollows:	
Elementary, or other duties as directed by the Principal, for a total of time, ten days will be used for staff development and in-service training	f 190 working days. 178 days will be student-to- ing, and two days will be used for parent-teache	eacher interaction or conferences.
TIME: The time period covered by this contract is: Month August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation under BOARD POLICIES: The personnel policies of each school district renewed shall be considered to be incorporated as terms of said contramutual consent. (Act 224 of 1983)	r this contract is \$31,125.00 to be paid in 12 ins in effect at the time a teacher's contract is enter act and shall be binding upon both parties unles	stallments. red into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that at th with another school district except for part-time services shared by m		
REFUND OF UNEARNED SALARY: The Party of the Second Pa which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	•	ary received for
OTHER CONDITIONS OF EMPLOYMENT:	5	
This contract is null and void if not signed and returned by June	e 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	Marzo,
Party of the Second Part (Teacher)	President of the School Hoard	
Address (Party of the Second Part)	Secretary of the School Board	
·	· · · · · · · · · · · · · · · · · · ·	

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It is important that the following information (which is not a part of the	, 0	
Years of training: College <u>UALR</u> Certificate based on <u>BSE</u> Degree or	Total Years of Experience:	14
	Years of Experience in this district:	<u>12</u>
Social Security Number:	Grade or Subject to be taught:  Member of Teacher Retirement:	High School
Social Security Number.	Member of Teacher Retirement;	Non-Contributory
TEACHER'S CO	ONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First Part,	and Lori A Caviness, Party of the Seco	nd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority vote	of the directors present at a legally held	meeting on the
26th day of March 2012 agrees to employ Lori A Caviness,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as follows:	ws:	
Math and Science, or other duties as directed by the Principal, for a total interaction time, ten days will be used for staff development and in-service conferences.	al of 190 working days. 178 days will be stu- ice training, and two days will be used for pa	dent-teacher rent-teacher
TIME: The time period covered by this contract is: Months of August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation under the BOARD POLICIES: The personnel policies of each school district in renewed shall be considered to be incorporated as terms of said contract mutual consent. (Act 224 of 1983)	his contract is \$ 36,300.00 to be paid in 12 inseffect at the time a teacher's contract is enter	stallments.
CERTIFICATION: The Party of the Second Part certifies that at the d with another school district except for part-time services shared by more	ate of this contract he or she is not under teach than one school district which is listed here	ching contract in:
REFUND OF UNEARNED SALARY: The Party of the Second Part which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		ary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by June 2	, 2012.	
Given this, the 2nd day of May, 2012	Rich John	iktor.
Party of the Second Part (Teacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>HSU</u>	Total Years of Experience:	<u>8</u>
Certificate based on BA Degree or	Years of Experience in this district:	<u>4</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Rebecca Cox, Party of the Second Par	rt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Rebecca Cox	<u>⊊</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
<b>High School</b> , or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensatio BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is \$ 33,600.00 to be paid in 12 install district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless c	llments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share		ing contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned l	by June 2, 2012.	
Given this, the 2nd day of May 2012	Rich John	
Party of the Second Part (Teacher)	President of the School Board	
	() - A () + NN	
Address (Party of the Second Part)	Sederling School Control	

It is important that the following information (which is not a	nart of the contract) be given	Manual Control of the
Years of training: College Harding	Total Years of Experience:	<u>15</u>
Certificate based on MS Degree or	Years of Experience in this district:	<u>6</u>
Semester Hours	Grade or Subject to be taught:	Special Service
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Mary E Craig, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held r	meeting on the
26th day of March 2012 agrees to employ Mary E Cra	<u>ig,</u>	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
<b>Special Services</b> , or other duties as directed by the Principal, interaction time, ten days will be used for staff development at conferences.	for a total of 190 working days. 178 days will be studened in-service training, and two days will be used for particle.	nt-teacher rent-teacher
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sain mutual consent. (Act 224 of 1983)	on under this contract is $$41,791.00$ to be paid in $12$ ins district in effect at the time a teacher's contract is entered	stallments. red into or
CERTIFICATION: The Party of the Second Part certifies the with another school district except for part-time services share	nat at the date of this contract he or she is not under teached by more than one school district which is listed herei	ching contract n:
REFUND OF UNEARNED SALARY: The Party of the Sewhich no teaching services were rendered (Ark. Stat. 80-1331 TERMINATION:	)	ary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	) 
Party of the Second Part (Teacher)	President of the School Borro	<b>/</b>
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	a part of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	<u>4</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>4</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	<u>Contributo</u>
ТЕАСНІ	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Holli Culbreath, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maj	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Holli Culbr	eath,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform servi	ces as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-servi	a total of 190 working days. 178 days will be student-teac ce training, and two days will be used for parent-teacher c	her interaction onferences.
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of samutual consent. (Act 224 of 1983)	on under this contract is \$ 31,800.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless of	Illments. I into or
CERTIFICATION: The Party of the Second Part certifies t with another school district except for part-time services shar	that at the date of this contract he or she is not under teach red by more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-133) TERMINATION:	1)	y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	
A description of the second state (seconds)	President of the School Board	
- Programme	threed stroke	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following	ing information (which is no	ot a part of the contract) be given.	
Years of training: College	<u>ASU</u>	Total Years of Experience:	<u>5</u>
Certificate based on MSE Deg	ree or	Years of Experience in this district:	<u>5</u>
S	emester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	and the second second	Member of Teacher Retirement:	Contributory
	TEACI	HER'S CONTRACT	
STATE OF ARKANSAS			
PARTIES: The <u>HAZEN</u>	School District, Party of th	ne First Part, and Kristie A D'Angelo, Party of the Seco	ond Part,
agree as follows:			
EMPLOYMENT: The Pa	arty of the First Part by a m	najority vote of the directors present at a legally held me	eting on the
<b>26th</b> day of <b>March 2012</b> a	grees to employ Kristie A	D'Angelo,	
Party of the Second Part as	provided herein:		
SERVICE: Party of the Second	and Part agrees to perform ser	rvices as follows:	
		or a total of 190 working days. 178 days will be student-teach rvice training, and two days will be used for parent-teacher co	
August 13, 2012 to May 29, 2 COMPENSATION FOR SE BOARD POLICIES: The portenewed shall be considered to	2013. CRVICES: Annual compensate ersonnel policies of each school obe incorporated as terms of	Months of School; <u>178</u> Days of School; <u>Calendar</u> ation under this contract is \$ <u>36,791.00</u> to be paid in <u>12</u> install the pool district in effect at the time a teacher's contract is entered a said contract and shall be binding upon both parties unless of	llments. into or
		es that at the date of this contract he or she is not under teaching ared by more than one school district which is listed herein:	ng contract
which no teaching services we		•	received for
OTHER CONDITIONS OF	EMPLOYMENT:		
This contract is null and vo May 2, 2012.	id if not signed and returne	ed by June 29, 2012. This contract replaces the contrac	t issued on
Given this, the 29th day of Ma	av. 2012	D. 1 VI	
Party of the Second Part (Feat		President of the School Board	Names
	ched	President of the School Board  Secretary of the School Board	Persona

It is important that the following information	(which is not a part of the contract) be given	
Years of training: College UCA	Total Years of Experience:	<u>16</u>
Certificate based on MSE Degree or	Years of Experience in this district:	5
Semester Hours	Grade or Subject to be taught:	Administration
Social Security Number:	Member of Teacher Retirement:	Contributory
	TEACHER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Par	ty of the First Part, and Matthew J Donaghy Party of the Second	l Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part of February 2012, agrees to employ Matthew	by a majority vote of the directors present at a legally held meetive J Donaghy	ng on the <u>27th</u> day
Party of the Second Part as provided herein	:	
SERVICE: Party of the Second Part agrees to	perform services as follows:	
Superintendent of Schools		
renewed shall be considered to be incorporated mutual consent. (Act 224 of 1983)  CERTIFICATION: The Party of the Second	pal compensation under this contract is \$ 86,563.00 to be paid in sof each school district in effect at the time a teacher's contract is a sterms of said contract and shall be binding upon both parties upon both parties that at the date of this contract he or she is not under services shared by more than one school district which is listed.	entered into or unless changed by
	e services shared by more than one school district which is listed	
REFUND OF UNEARNED SALARY: The which no teaching services were rendered (Ark TERMINATION: This agreement may be ter OTHER CONDITIONS OF EMPLOYMEN	minated for just cause. See attachment.	y salary received for
A. Mileage paid for personal vehicle for s	school business.	
<ul> <li>B. Professional dues paid to three organiz</li> <li>C. Party of the second part shall be requires shall be shall be entitled to ten (10) we may be used as personal day if desired</li> <li>D. Exception to any of these conditions n</li> </ul>	zations.  red to render twelve (12) months of full and regular service per yorking days, excluding school holidays, annual vacation with full l.  nust have the approval of the School Board.	ear, except that he pay. One of said day
E. This contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is null and void if not significant the contract is not contract the contract is not contract the contract the contract is not contract the contract the contract the contract is not contract the	gned and returned by June 2, 2012.  Rich Holmos	
Party of the Second Part (Peacher)	President of the School Board	10
	- 11 - A V+	
Address (Party of the Second Part)	Secreta Andre Chool Kord	V

# **ATTACHMENT TO SUPERINTENDENT'S CONTRACT**

#### Suspension and/or Termination

Failure to render satisfactory performance as a superintendent shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

- 1. Incompetency
- 2. Misconduct
- 3. Neglect of duties
- 4. Insubordination
- 5. Failure to meet licensing requirements
- 6. Excessive absenteeism
- 7. Conviction of a crime involving moral turpitude

A superintendent may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the superintendent shall be reinstated.

Party of the Second Part	
5-29-12	
Date	

It is important that the following information (which is not	a part of the contract) be given.	
Years of training: College ASU	Total Years of Experience:	<u>3</u>
Certificate based on Segree or	Years of Experience in this district:	3
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСН	ER'S CONTRACT	***************************************
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Amber Edge, Party of the Second Part	t,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	jority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Amber Edg	<u>ge</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	ices as follows:	
<b>Elementary</b> , or other duties as directed by the Principal, for time, ten days will be used for staff development and in-serv		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensate BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of samutual consent. (Act 224 of 1983)	ion under this contract is \$ \$35,791.00 to be paid in 12 instant of district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless of	allments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies with another school district except for part-time services shared another school district except for part-time services and school district ex	that at the date of this contract he or she is not under teaching red by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Swhich no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	1)	
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned May 2, 2012.	I by June 21, 2012. This contract replaces the contract	t issued on
Given this, the 21st day of May 2012	Rich Johns	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

Years of training: College <u>ASU</u>	Total Years of Experience:	
		<u>8</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>1</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHER	S'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	est Part, and Ronna Edge, Party of the Second Part	•
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ty vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Ronna Edge,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
Elementary, or other duties as directed by the Principal, for a to time, ten days will be used for staff development and in-service to		
TIME: The time period covered by this contract is:Maugust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school disrenewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$ 33,600.00 to be paid in 12 instal strict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless characteristics.	lments. into or
CERTIFICATION: The Party of the Second Part certifies that with another school district except for part-time services shared		ng contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	, ,	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this. the 2nd day of May 3012	Rich John	
Party of the Second Part (Teacher)  Address (Party of the Second Part)	President of the School Bearl	

It is in portant that the following information (which is not a p	part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>17</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u> </u>
Semester Hours	Grade or Subject to be taught:	HS/ALE
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fin	rst Part, and <u>Judy L Foot</u> , Party of the Second Part	,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ity vote of the directors present at a legally held me	eting on the
25th day of June 2012 agrees to employ Judy L Foot,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	s as follows:	
Secondary Curriculum and ALE Director, or other duties as will be student-teacher interaction time, ten days will be used fo for parent-teacher conferences.	directed by the Principal, for a total of 205 working days or staff development and in-service training, and two days	. 178 days s will be used
TIME: The time period covered by this contract is:N July 30, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school direnewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	under this contract is \$ 48,139 to be paid in 12 installme strict in effect at the time a teacher's contract is entered i contract and shall be binding upon both parties unless ch	nts.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared	at the date of this contract he or she is not under teachin by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by approved on June 2, 2012. Additional days (15) assigned to	July 26, 2012. This contract replaces the contract by the Principal.	signed and
Given this, the 26th day of June, 2012		
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>17</u>
Certificate based on MS Degree or	Years of Experience in this district:	<u>1</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Rodney Ford, Party of the Second Pa	rt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Rodney Ford	<u>d</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary Counselor, or other duties as directed by the Prininteraction time, ten days will be used for staff development as conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of saimutual consent. (Act 224 of 1983)	on under this contract is $\$42,791.00$ to be paid in $12$ instal district in effect at the time a teacher's contract is entered	lments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services share		
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May 2012	Rich Johnson	<b>5</b>
Party of the Second Part (Teacher)	President of the School Beard	
Address (Party of the Second Part)	Secretary of the School Board	· · · · · · · · · · · · · · · · · · ·

It is important that the follow	ving information (which is n	not a part of the contract) be given.	
Years of training: College	<u>Harding</u>	Total Years of Experience:	<u>5</u>
Certificate based on MSE De	gree or	Years of Experience in this district:	<u>4</u>
	Semester Hours	Grade or Subject to be taught:	High School
Social Security Number		Member of Teacher Retirement:	Contributory
	TEAC	CHER'S CONTRACT	
STATE OF ARKANSAS	<b>S</b>		
PARTIES: The <u>HAZEN</u>	School District, Party of t	he First Part, and Kassandra Freeman, Party of the Sec	ond Part,
agree as follows:			
EMPLOYMENT: The P	arty of the First Part by a 1	majority vote of the directors present at a legally held me	eting the
26th day of March 2012	agrees to employ <u>Kassand</u>	ra Freeman,	
Party of the Second Part as	provided herein:		
SERVICE: Party of the Sec	ond Part agrees to perform se	ervices as follows:	
		of 190 working days. 178 days will be student-teacher intera ining, and two days will be used for parent-teacher conferences	
August 13, 2012 to May 29, 2 COMPENSATION FOR SI BOARD POLICIES: The p renewed shall be considered to	2013. ERVICES: Annual compensus of each school be incorporated as terms of each school be incorporated as terms of the school be incorporated as the school below the school	Months of School; <u>178</u> Days of School; Calendar sation under this contract is \$ <u>36,791.00</u> to be paid in <u>12</u> install tool district in effect at the time a teacher's contract is entered if said contract and shall be binding upon both parties unless characteristics.	lments.
		es that at the date of this contract he or she is not under teachir hared by more than one school district which is listed herein:	ng contract
which no teaching services w	ere rendered (Ark. Stat. 80-1	e Second Part agrees to refund to the school district any salary 331)	received for
OTHER CONDITIONS OF	EMPLOYMENT:		
This contract is null and vo	id if not signed and return	ned by June 2, 2012.	
Given this, the 2nd day of Ma	y, 2012	Rich Johnson	No.
Party of the Second Part (Teac	cher)	President of the School Rourd	
Address (Party of the Second	Part)	Secretary of the School Board	

It is important that the following information (which is not a p	art of the contract) be given.	
Years of training: College <u>ASU-Beebe</u>	Total Years of Experience:	<u>0</u>
Certificate based on <u>BS</u> Degree or	Years of Experience in this district:	<u>0</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER	S'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	st Part, and Elizabeth Furnell, Party of the Second	d Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ty vote of the directors present at a legally held me	eting on the
25th day of June 2012 agrees to employ Elizabeth Furne	<u>ell,</u>	-
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
Elementary, or other duties as directed by the Principal, for a to time, ten days will be used for staff development and in-service	tal of 190 working days. 178 days will be student-teach training, and two days will be used for parent-teacher co	ner interaction onferences.
TIME: The time period covered by this contract is:Magust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school distrenewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$30,000.00 to be paid in 12 install strict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless of	ments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared	at the date of this contract he or she is not under teaching by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	August 11, 2012.	
Given this the 11th day of July 2012	Dich Jelm	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is no	at a part of the contract) he given	
Years of training: College ASU-Beebe	Total Years of Experience:	<u>2</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>2</u>
Semester Hours	Grade or Subject to be taught:	Elementar
Social Security Number:	Member of Teacher Retirement:	Contributo
TEACH	HER'S CONTRACT	-
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	e First Part, and Joanie Furnell, Party of the Second Pa	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a m  26th day of March 2012 agrees to employ Joanie Fu	najority vote of the directors present at a legally held mearnell,	eeting on the
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform ser	vices as follows:	
	or a total of 190 working days. 178 days will be student-teacher correct training, and two days will be used for parent-teacher correct training.	
August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensa BOARD POLICIES: The personnel policies of each scho	Months of School; <u>178</u> Days of School; <u>Calendar</u> Calendar ation under this contract is \$30,900.00 to be paid in <u>12</u> install sol district in effect at the time a teacher's contract is entered said contract and shall be binding upon both parties unless cl	lments. into or
	s that at the date of this contract he or she is not under teaching ared by more than one school district which is listed herein:	ng contract
which no teaching services were rendered (Ark. Stat. 80-13 TERMINATION:	Second Part agrees to refund to the school district any salary 31)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returne	ed by June 2, 2012.	
Given this, the 2nd day of May 2012	D. 1 & 1	
Pafty of the Second Part (Teacher)	President of the School Beard	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a p	part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>21</u>
Certificate based on Med Degree or	Years of Experience in this district:	<u>21</u>
Semester Hours	Grade or Subject to be taught:	HS Counselor
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHER	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	est Part, and Scarlett Golleher, Party of the Second	l Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ity vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Scarlett T Gol	<u>lleher,</u>	J
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	s as follows:	
Guidance Counselor, or other duties as directed by the Principal interaction time, ten days will be used for staff development and conferences.	al, for a total of 200 working days. 178 days will be student in-service training, and two days will be used for parent	dent-teacher ut-teacher
TIME: The time period covered by this contract is:M. August 6, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensation of BOARD POLICIES: The personnel policies of each school discrenewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$ 47,148.00 to be paid in 12 instal strict in effect at the time a teacher's contract is entered	lments.
CERTIFICATION: The Party of the Second Part certifies that with another school district except for part-time services shared by	at the date of this contract he or she is not under teaching by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	•	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Roard	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>8</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>0</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	irst Part, and Jamie L Halijan, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majo	ority vote of the directors present at a legally held me	eeting on the
31st day of July 2012 agrees to employ Jamie L Halijar	<u>n</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
<b>Biology,</b> or other duties as directed by the Principal, for a total will be professional development and two days will be parent/t		on, ten days
TIME: The time period covered by this contract is:	n under this contract is \$ 33,600.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless of	lments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services shared		ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned b	by September 9, 2012.	
Given this, the 9th day of August 2012	Rich Johnson	
Parts of the Second Part (Teacher)	President of the School Boald	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a pa	art of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>16.5</u>
Certificate based on MS Degree or	Years of Experience in this district:	<u>16.5</u>
Semester Hours	Grade or Subject to be taught:	HS Media
Social Security Number:	Member of Teacher Retirement:	Contribute
TEACHER	S'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	st Part, and Angela G Hambrick, Party of the Sec	cond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ty vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Angela G Han	<u>abrick,</u>	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
<b>High School Media</b> , or other duties as directed by the Principal, interaction time, ten days will be used for staff development and conferences.		
TIME: The time period covered by this contract is:Magust 6, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school disrenewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$ 45,080.00 to be paid in 12 insta strict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless c	Illments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared		
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	nd Part agrees to refund to the school district any salary	/ received for
OTHER CONDITIONS OF EMPLOYMENT:		**************************************
Contract amount includes \$300.00 for duties as Parent Cor	nmittee Coordinator.	
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Helm	
Party of the Second Part (Teacher)	President of the School Roard	
Address (Portry of the Second Park)	Vivo sin	<del></del>
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>9.5</u>
Certificate based on BSE Degree or	Years of Experience in this district:	<u>8.5</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number	Member of Teacher Retirement:	Contributory
ТЕАСНЕ	CR'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Michelle Harper, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
<u>26th</u> day of <u>March 2012</u> agrees to employ <u>Michelle Ha</u>	rper,	Ü
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
High School Teacher, or other duties as directed by the Princinteraction time, ten days will be used for staff development at conferences.	ipal, for a total of 190 working days. 178 days will be stund in-service training, and two days will be used for paren	ndent-teacher nt-teacher
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is \$ 34,275.00 to be paid in 12 install district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless of	llments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share	at at the date of this contract he or she is not under teachind by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	by June 2, 2012.	
Given this, the 2nd day of May, 2012	D.1 20	
Party of the Second Part (Teacher)	President of the School Board	
	ward scrott	*****
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>38</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>38</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributo
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	irst Part, and Janet S Hayes, Party of the Second Pa	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majo	rity vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Janet S Haye	<u>es</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service	total of 190 working days. 178 days will be student-teacher call two days will be used for parent-teacher call.	her interaction onferences.
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school of renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	n under this contract is \$\frac{41,250.00}{2}\$ to be paid in 12 instadistrict in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless c	llments.
CERTIFICATION: The Party of the Second Part certifies th with another school district except for part-time services share		ing contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	oy June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Hoard	
Address (Party of the Second Part)	Secretary of the School Board	TO THE PROPERTY OF THE PARTY OF

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>43</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>6</u>
Semester Hours	Grade or Subject to be taught:	Elementar
Social Security Number:	Member of Teacher Retirement:	Retired
TEACHE	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Paulette Hurt, Party of the Second Pa	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Paulette Hu	<u>rt</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ces as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sai mutual consent. (Act 224 of 1983)	on under this contract is \$41,250.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered id contract and shall be binding upon both parties unless c	llments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services share	hat at the date of this contract he or she is not under teached by more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the Sewhich no teaching services were rendered (Ark. Stat. 80-1331 TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Board	<del></del>
Address (Party of the Second Part)	Secretary of the school Board	

It is important that the following information (which is not a pa	rt of the contract) be given.	***************************************
Years of training: College <u>Univ of Phoenix</u>	<b>Total Years of Experience:</b>	<u>7</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>0</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'	'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Firs	et Part, and Richard Hutson, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	y vote of the directors present at a legally held me	eeting on the
11th day of January 2013 agrees to employ Richard Huts	on,	C
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services a	as follows:	
Elementary, or other duties as directed by the Principal, for a totatime, ten days will be used for staff development and in-service tr		
TIME: The time period covered by this contract is:Moderated states and the states are the states and the states are the	under this contract is \$ 18,071.00 to be paid in 7 installatic tin effect at the time a teacher's contract is entered ontract and shall be binding upon both parties unless cl	ments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that a with another school district except for part-time services shared by	at the date of this contract he or she is not under teaching more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	February 28, 2013.	
Given this, the 29th day of January, 2013	Rich Sohn	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	**************************************

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College UCA	Total Years of Experience:	<u>3</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>3</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHE	CR'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Whitney L Kelly, Party of the	Second Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally	held meeting on the
26th day of March 2012 agrees to employ Whitney L I	<u>Celly</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of saimutual consent. (Act 224 of 1983)	on under this contract is \$ 35,791.00 to be paid in district in effect at the time a teacher's contract is d contract and shall be binding upon both parties	12 installments. s entered into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share		
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	ny salary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of Mav. 2012	Rich Johns	
Party of the Second Part (Teacher)	President of the School Board	10
Address (Party of the Second Part)	Secretary of the School Board	14

		•	
Years of training: College		•	31
Certificate based on MAT De	Degree or Years of Experience in this district:  Grade or Subject to be taught:  Member of Teacher Retirement:  TEACHER'S CONTRACT  AS  EN School District, Party of the First Part, and Lyndi J Kerr. Party of the Second Part,  e Party of the First Part by a majority vote of the directors present at a legally held meeting agrees to employ Lyndi J Kerr.  t as provided herein:  Second Part agrees to perform services as follows:  ies as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher of for staff development and in-service training, and two days will be used for parent-teacher confictive or by this contract is:  Months of School; 178 Days of School;  Covered by this contract is:  Months of School; 178 Days of School;  Calendar me personnel policies of each school district in effect at the time a teacher's contract is entered in the dto be incorporated as terms of said contract and shall be binding upon both parties unless char of 1983)  E Party of the Second Part certifies that at the date of this contract he or she is not under teaching at except for part-time services shared by more than one school district which is listed herein:  ED SALARY: The Party of the Second Part agrees to refund to the school district any salary resease were rendered (Ark. Stat. 80-1331)	<u>22</u>	
Social Security Number:		•	Elementary
Social Security Number:		Member of Jeacher Retifement.	Contributor
	TEACH	HER'S CONTRACT	
STATE OF ARKANSAS	}		
PARTIES: The <u>HAZEN</u>	School District, Party of the	e First Part, and Lyndi J Kerr, Party of the Second Pa	rt,
agree as follows:			
EMPLOYMENT: The P	arty of the First Part by a m	ajority vote of the directors present at a legally held ma	eeting on the
26th day of March 2012	agrees to employ <u>Lyndi J K</u>	<u>Cerr</u> ,	
Party of the Second Part as	provided herein:		
SERVICE: Party of the Sec	ond Part agrees to perform ser	vices as follows:	
August 13, 2012 to May 29, COMPENSATION FOR S BOARD POLICIES: The prenewed shall be considered	2013. ERVICES: Annual compensations of each school to be incorporated as terms of the school of the	ation under this contract is $\$$ <u>46,791.00</u> to be paid in <u>12</u> instant polydrict in effect at the time a teacher's contract is entered said contract and shall be binding upon both parties unless of	Ilments. I into or
which no teaching services w	vere rendered (Ark. Stat. 80-13	331)	v received for
OTHER CONDITIONS OF	F EMPLOYMENT:		
This contract is null and v	oid if not signed and returne	ed by June 2, 2012.	
Given this The 2nd day of M	aw 2012	Rich Johnson	s.
Party of the Second Part (Tea		President of the School Board	)
Address (Party of the Second	(Part)	Secretary of the Chool soard	

It is important that the following information (which is not a	•	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>5</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>5</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number	Member of Teacher Retirement:	Contributo
TEACHE	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the l	First Part, and <u>Lauren King</u> , Party of the Second Par	t,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maje	ority vote of the directors present at a legally held mo	eeting on the
26th day of March 2012 agrees to employ Lauren Kin	<u>g</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ces as follows:	
<b>Mathematics</b> , or other duties as directed by the Principal, for interaction time, ten days will be used for staff development a conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of samutual consent. (Act 224 of 1983)	on under this contract is \$ 32,250.00 to be paid in 12 insta district in effect at the time a teacher's contract is entered	llments. into or
CERTIFICATION: The Party of the Second Part certifies the with another school district except for part-time services share		ng contract
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Sel	
Party of the Second Part (Teacher)	President of the School Bland	<b>.</b>
Address (Party of the Second Part)	Secretary of the School Board	AMERICAN STREET

It is important that the following information (which is not a		
It is important that the following information (which is not a page of training: College Harding	Total Years of Experience:	24
Certificate based on MAT Degree or	Years of Experience in this district:	<u>24</u>
Semester Hours	Grade or Subject to be taught:	<u>18</u>
Social Security Number:	Member of Teacher Retirement:	Elementary
Social Security Muniber.	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	irst Part, and Tammie R Lee, Party of the Second P	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Tammie R L	<u>ee,</u>	-
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:	n under this contract is \$ 46,291.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless cl	lments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services shared		ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned b	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Board	)
	· I kind . Stroke	<b>,</b>
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the Callerian is Compatible (which is not		
It is important that the following information (which is not Years of training: College <u>UCA</u>	Total Years of Experience:	<u>38</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>38</u> 38
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	T Drop
ТЕАСН	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Monica S Lisko, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a mag	jority vote of the directors present at a legally held m	eeting on the
26th day of March 2012 agrees to employ Monica S I	Lisko,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	ices as follows:	
Elementary, or other duties as directed by the Principal, for time, ten days will be used for staff development and in-serv		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensat BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of smutual consent. (Act 224 of 1983)	tion under this contract is $\frac{46,791.00}{100}$ to be paid in $\frac{12}{100}$ in standard district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless that	allments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies with another school district except for part-time services sha	that at the date of this contract he or she is not under teach red by more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the S which no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	31)	y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	d by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	
Party of the Second Part (Teacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary Choor Board Took	

It is important that the following information (which is not a part	rt of the contract) he given	
Years of training: College <u>UofA-Fayetteville</u>	Total Years of Experience:	<u>3</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>3</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'	S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	t Part, and Lindsey Loftin, Party of the Second I	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	y vote of the directors present at a legally held m	eeting on the
26th day of March 2012 agrees to employ Lindsey Loftin,	,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services a	as follows:	
<b>Business Education</b> , or other duties as directed by the Principal, interaction time, ten days will be used for staff development and i conferences.		
TIME: The time period covered by this contract is: Meand Mean Mean Mean Mean Mean Mean Mean Mean	under this contract is \$ 37,674.00 to be paid in 12 instatrict in effect at the time a teacher's contract is entered	allments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that a with another school district except for part-time services shared be		
REFUND OF UNEARNED SALARY: The Party of the Seconwhich no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this the 2nd day of May, 2012	Rich Johnson	Saza <sub>r</sub> ,
Party of the Second Part (Teacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary of the School Board	· I

It is important that the following information (which is n	ot a part of the contract) be given.	
Years of training: College	Total Years of Experience:	<u>19</u>
Certificate based on Masters Degree or	Years of Experience in this district:	<u>2</u>
Semester Hours	Grade or Subject to be taught:	K-12 GT Coordina
Social Security Number:	Member of Teacher Retirement:	Contributory
TEAC	HER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	he First Part, and Lisa Martin, Party of the Sec	ond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a r	najority vote of the directors present at a legally	held meeting on the
26th day of March 2012 agrees to employ Lisa Mar	rtin,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform se	ervices as follows:	
K-12 Gifted & Talented Coordinator, or other duties as student-teacher interaction time, ten days will be used for parent-teacher conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compense BOARD POLICIES: The personnel policies of each sch renewed shall be considered to be incorporated as terms of mutual consent. (Act 224 of 1983)	sation under this contract is \$ 43,791.00 to be paid in lool district in effect at the time a teacher's contract is	n 12 installments. is entered into or
CERTIFICATION: The Party of the Second Part certification with another school district except for part-time services s		
REFUND OF UNEARNED SALARY: The Party of the which no teaching services were rendered (Ark. Stat. 80-1 TERMINATION:	331)	any salary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and return	ned by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Jel	
Party of the Second Part (Leacher)	President of the School Board	10
Address (Party of the Second Part)	Secretary of the School Board	oll

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It is important that the following information (which is not	a part of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	9
Certificate based on BS Degree or	Years of Experience in this district:	<u>8</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACH	ER'S CONTRACT	4
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Michael B McDermott, Party of the S	Second Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maj	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Michael B	McDermott,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform servi	ces as follows:	
Physical Education and Coach, or other duties as directed by student-teacher interaction time, ten days will be used for star parent-teacher conferences.		
TIME: The time period covered by this contract is:  July 25, 2012 to June 14, 2013.  COMPENSATION FOR SERVICES: Annual compensati BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sa mutual consent. (Act 224 of 1983)	on under this contract is \$ 40,180.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered	llments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies twith another school district except for part-time services share	hat at the date of this contract he or she is not under teachined by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-133). TERMINATION:	1)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
Coaching Duties: Assistant Junior High Football (\$600 Assistant Baseball Coach (\$300 stipend).	stipend), Assistant Senior High Football (\$750 stiper	nd) and
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	TRich Selmon	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>19</u>
Certificate based on <u>BS</u> Degree or	Years of Experience in this district:	0
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Tana Miller, Party of the Second Part	,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
25th day of June 2012 agrees to employ Tana Miller,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Family & Consumer Science, or other duties as directed by the teacher interaction time, ten days will be used for staff develop teacher conferences.		
TIME: The time period covered by this contract is:  August 6, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensatio BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is $$40,578.00$ to be paid in $12$ install district in effect at the time a teacher's contract is entered	llments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share		ing contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned l	by September 9, 2012.	
Given this, the 9th day of August, 2012	Rich Johnson	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	land of	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a p	art of the contract) be given.	
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>21.5</u>
Certificate based on MAT Degree or	Years of Experience in this district:	<u>10.5</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Fir	est Part, and Kathy J Minton, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ity vote of the directors present at a legally held mo	eeting on the
26th day of March 2012 agrees to employ Kathy J Mint	<u>on</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	s as follows:	
Elementary, or other duties as directed by the Principal, for a to time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:N August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school direnewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	under this contract is \$ 45,041.00 to be paid in 12 instatistrict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless c	Ilments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies tha with another school district except for part-time services shared	t at the date of this contract he or she is not under teach by more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	y June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	No.
Party of the Second Part (Teacher)  Address (Party of the Second Part)	President of the School Board  Secretary of the School Board	)

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UT-Martin</u>	Total Years of Experience:	<u>22</u>
Certificate based on <u>BS</u> Degree or	Years of Experience in this district:	<u>7</u>
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСНІ	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Paul W Moore, Party of the Second P	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maj	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Paul W Mo	ore,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform servi	ces as follows:	
Band and Choir, or other duties as directed by the Principal, interaction time, ten days will be used for staff development a conferences.	for a total of 200 working days. 178 days will be student and in-service training, and two days will be used for parents.	-teacher nt-teacher
TIME: The time period covered by this contract is:  July 30, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensati BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sa mutual consent. (Act 224 of 1983)	on under this contract is \$ 44,300.00 to be paid in 12 instal district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless contract.	Ilments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies t with another school district except for part-time services share	hat at the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of this contract he or she is not under teaching the date of the date	ing contract
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	1)	
OTHER CONDITIONS OF EMPLOYMENT:		
Contract amount includes stipends for duties as Band D	Pirector (\$2000 stipend) and Choir Director (\$300 stip	pend)
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Holmon	
Party of the Second Part (Teacher)	President of the School Board	And the second s
Address (Party of the Second Part)	Secretary of the School Board	·

It is important that the following information (which is not	t a part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>12</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>12</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACH	IER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and <u>Lucinda G Munnerlyn</u> , Party of the S	econd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	ajority vote of the directors present at a legally held med	eting on the
26th day of March 2012 agrees to employ Lucinda G		0
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	ices as follows:	
Elementary, or other duties as directed by the Principal, for time, ten days will be used for staff development and in-serv	a total of 190 working days. 178 days will be student-teacherice training, and two days will be used for parent-teacher contains.	er interaction nferences.
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensate BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of samutual consent. (Act 224 of 1983)	ion under this contract is \$ 40,291.00 to be paid in 12 installar I district in effect at the time a teacher's contract is entered in aid contract and shall be binding upon both parties unless chaid contract and shall be binding upon both parties unless chaid contract and shall be binding upon both parties unless chaid contract and shall be binding upon both parties unless chain the contract and shall be binding upon both parties unless chains and contract and shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains and contract are contract as a shall be binding upon both parties upless chains a shall be binding upon both parties upless chains a shall be because the contract and contract are contract as a shall be because the contract and contract are contract as a shall be because the contract and contract are contract as a shall be because the contract and contract are contract as a shall be because the contract and contract are contract as a shall be because the contract and contract are contract as a shall be contract.	ments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies with another school district except for part-time services shared another school district except for part-time services and school district ex	that at the date of this contract he or she is not under teachin	g contract
REFUND OF UNEARNED SALARY: The Party of the So which no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	1)	eceived for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned May 2, 2012.	by June 29, 2012. This contract replaces the contract	issued on
Given this, the 29th day of May, 2012		
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	- Total Annual Control of the Contro

It is important that the following information (which is not a part of	of the contract) be given.	
Years of training: College <u>William Woods University</u>	Total Years of Experience:	<u>14</u>
Certificate based on MS Degree or	Years of Experience in this district:	<u>14</u> -0
Semester Hours	Grade or Subject to be taught:	High School
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'S	CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First Party	art, and Renae Nelson, Party of the Second Pa	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority v	ote of the directors present at a legally held mo	eeting on the
25th day of June 2012 agrees to employ Renae Nelson,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as f	follows:	
HS Teacher & Coach, or other duties as directed by the Principal, for interaction time, ten days will be used for staff development and insconferences.	or a total of 215 working days. 178 days will be story a total of 215 working days. 178 days will be used for parer	udent-teacher nt-teacher
TIME: The time period covered by this contract is: Month July 25, 2012 to June 14, 2013.  COMPENSATION FOR SERVICES: Annual compensation under BOARD POLICIES: The personnel policies of each school district renewed shall be considered to be incorporated as terms of said contraction mutual consent. (Act 224 of 1983)	er this contract is \$ 49,224.00 to be paid in 12 instalt in effect at the time a teacher's contract is entered ract and shall be binding upon both parties unless of	llments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that at the with another school district except for part-time services shared by m	he date of this contract he or she is not under teaching than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Second Powhich no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	art agrees to refund to the school district any salary	received for
OTHER CONDITIONS OF EMPLOYMENT:		4464
Coaching Duties: Head Girls Basketball (\$1500) and Head Gi	irls Softball (\$1000)	
This contract is null and void if not signed and returned by Au	gust 9, 2012.	
Given this, the 9th day of July, 2012	Dick Virlano	
Party of the Second Part (Teacher)	President of the School Board	·
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a par	t of the contract) be given.	<del></del>
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>7</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>6</u>
Semester Hours	Grade or Subject to be taught:	<u>K-12</u>
Social Security Number:	Member of Teacher Retirement:	Contributo
TEACHER'S	S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	Part, and Wendy Perry, Party of the Second Pa	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Wendy Perry,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services a	s follows:	
<b>Literacy Specialist</b> or other duties as directed by the Principal, for interaction time, ten days will be used for staff development and in conferences.		
TIME: The time period covered by this contract is: Most July 30, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensation un BOARD POLICIES: The personnel policies of each school distrenewed shall be considered to be incorporated as terms of said comutual consent. (Act 224 of 1983)	nder this contract is \$ 42,514.00 to be paid in 12 instarct in effect at the time a teacher's contract is entered	illments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that a with another school district except for part-time services shared by		
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	d Part agrees to refund to the school district any salary	y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by J	June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	ice.
Party of the Second Part (Feacher)	President of the School Board	7
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not	t a part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>16</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>3</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСН	IER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and <u>James Heath Prine</u> , Party of the Seco	ond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	ajority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ James Hea	nth Prine,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	vices as follows:	
Elementary and Coach, or other duties as directed by the P interaction time, ten days will be used for staff development conferences.		
TIME: The time period covered by this contract is:  July 25, 2012 to June 14, 2013.  COMPENSATION FOR SERVICES: Annual compensat BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of smutual consent. (Act 224 of 1983)	tion under this contract is \$ 43,744.00 to be paid in 12 instaled district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless of	llments. into or
CERTIFICATION: The Party of the Second Part certifies with another school district except for part-time services sha		ng contract
REFUND OF UNEARNED SALARY: The Party of the S which no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	31)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
Coaching Duties: Assistant Junior High Football (\$600 Assistant Track Coach (\$300 stipend)	0 Stipend), Assistant Senior High Football (\$750 Stipe	end) and
This contract is null and void if not signed and returned	d by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	*
Party of the Second Part (Teacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary of the School Board	

It is im portant that the following information (which is not a	part of the contract) be given.	***************************************
Years of training: College ASU	Total Years of Experience:	<u>38</u>
Certifi¢ate based on <u>MSE</u> Degree or	Years of Experience in this district:	<u>11</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributo
TEACHE	CR'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Robert W Raney, Party of the Second	d Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Robert W R	aney,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ees as follows:	
Alternative Learning Environment, or other duties as direct student-teacher interaction time, ten days will be used for staff parent-teacher conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013  COMPENSATION FOR SERVICES: Annual compensations BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sain mutual consent. (Act 224 of 1983)	on under this contract is \$ 46,791.00 to be paid in 12 instadistrict in effect at the time a teacher's contract is entered do contract and shall be binding upon both parties unless of	allments. I into or
CERTIFICATION: The Party of the Second Part certifies the with another school district except for part-time services share		
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-1331 TERMINATION:	)	y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich Johnson	<b>\$</b> -
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	<u>1</u>
Certificate based on <u>BS</u> Degree or	Years of Experience in this district:	1
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Lucy Raper, Party of the Second Part,	
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Lucy Raper,	,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service	total of 190 working days. 178 days will be student-teacher training, and two days will be used for parent-teacher co	ner interaction onferences.
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensatio BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is $$30,450.00$ to be paid in $12$ install district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless cl	ments.
CERTIFICATION: The Party of the Second Part certifies the with another school district except for part-time services share	nat at the date of this contract he or she is not under teachined by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned l	by June 2, 2012.	
Given fins, the 2nd day of May, 2012	Rich Helm	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	*

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It is important that the following information (which is not	•	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>19</u>
Certificate based on <u>BSE</u> Degree or	Years of Experience in this district:	<u>3</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACH	IER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Elizabeth Robinson, Party of the Seco	ond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	ajority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Elizabeth I	Robinson,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	rices as follows:	
Elementary and Coach, or other duties as directed by the Pinteraction time, ten days will be used for staff development conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensate BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of semutual consent. (Act 224 of 1983)	tion under this contract is \$ 38,550.00 to be paid in 12 installed district in effect at the time a teacher's contract is entered	lments. into or
CERTIFICATION: The Party of the Second Part certifies with another school district except for part-time services shared another school district except for part-time services and the school district e		ng contract
		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	i by June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a pa	rt of the contract) be given.	-17
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>24</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>24</u>
Semester Hours	Grade or Subject to be taught:	Elem Media
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHER	'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	st Part, and Mary E Rogers, Party of the Second I	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majorit	y vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Mary E Roger	<u>s</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
Elementary Media, or other duties as directed by the Principal, interaction time, ten days will be used for staff development and conferences.		
TIME: The time period covered by this contract is: MAUGUST 6, 2012 to June 5, 2013.  COMPENSATION FOR SERVICES: Annual compensation of BOARD POLICIES: The personnel policies of each school discrenewed shall be considered to be incorporated as terms of said comutual consent. (Act 224 of 1983)	under this contract is \$ 48,727.00 to be paid in 12 instal trict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless cl	lments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared by		ng contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	nd Part agrees to refund to the school district any salary	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012	Rich John	Tale
Party of the Second Part (Teacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	a part of the contract) be given.	
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>19</u>
Certificate based on MAT Degree or	Years of Experience in this district:	<u>18</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributor
TEACHI	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Rebecca E Shelman, Party of the Sec	ond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maj	jority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Rebecca E S	Shelman,	
Party of the Second Part as provided herein:	·	
SERVICE: Party of the Second Part agrees to perform servi	ices as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-servi	a total of 190 working days. 178 days will be student-teacice training, and two days will be used for parent-teacher c	her interaction onferences.
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensati BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sa mutual consent. (Act 224 of 1983)	ion under this contract is \$ 43,791.00 to be paid in 12 install district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless of	llments. I into or
CERTIFICATION: The Party of the Second Part certifies t with another school district except for part-time services share	that at the date of this contract he or she is not under teach red by more than one school district which is listed herein:	ing contract
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:		y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	I by June 2, 2012.	
Given this, the 2nd day of May, 2012	a Rich Holm	***
Party of the Second Part (Teacher)	President of the School Board	7
Address (Party of the Second Part)	Secretary of the School Board	,

It is important that the following information (which is not a par	t of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	7
Certificate based on MSE Degree or	Years of Experience in this district:	
Semester Hours	Grade or Subject to be taught:	Elem Counselor
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'S	S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	Part, and Janan L Sickel, Party of the Second	d Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	vote of the directors present at a legally held	meeting on the
26th day of March 2012 agrees to employ Janan L Sickel,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as	s follows:	
<b>Elementary Counselor,</b> or other duties as directed by the Principal interaction time, ten days will be used for staff development and in days will be used for parent-teacher conferences.		
TIME: The time period covered by this contract is: Mo August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation un BOARD POLICIES: The personnel policies of each school distr renewed shall be considered to be incorporated as terms of said comutual consent. (Act 224 of 1983)	nder this contract is \$ 24,265.00 to be paid in 12 in rict in effect at the time a teacher's contract is enter	stallments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that at with another school district except for part-time services shared by		
REFUND OF UNEARNED SALARY: The Party of the Second which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		ary received for
OTHER CONDITIONS OF EMPLOYMENT:		***************************************
This contract is null and void if not signed and returned by J	June 2, 2012.	
Given this, the 2nd day of May 2012	Rich Johnson	Rich.
Party of the Second Part (Teacher)	President of the School Board	0
Address (Party of the Second Part)	Secretary of the School Board	and the same of th

It is important that the following information (which is not	a part of the contract) be given.	
Years of training: College ASU	Total Years of Experience:	<u>2</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>2</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСН	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the	First Part, and Jaime Skarda, Party of the Second Pa	ırt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a ma	jority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Jaime Skar	<u>rda</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform serv	ices as follows:	
Elementary, or other duties as directed by the Principal, for time, ten days will be used for staff development and in-serv		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensat BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of semutual consent. (Act 224 of 1983)	ion under this contract is \$30,900.00 to be paid in 12 install I district in effect at the time a teacher's contract is entered aid contract and shall be binding upon both parties unless of	ments.
CERTIFICATION: The Party of the Second Part certifies with another school district except for part-time services shared another school district except for part-time services and school district except for part		ng contract
REFUND OF UNEARNED SALARY: The Party of the Swhich no teaching services were rendered (Ark. Stat. 80-133 TERMINATION:	1)	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012		
•	Kicky Holmon	
(Party of the Second Part (Teacher)	President of the School Boar	
Address (Party of the Second Part)	Secretary of the School Board	THE RELIGIOUS AND ADDRESS OF THE PERSON OF T

It is important that the follow	ing information (which is not a p	part of the contract) be given.	
Years of training: College	<u>UofA-Fayetteville</u>	Total Years of Experience:	<u>27</u>
Certificate based on MEd Deg	ree or	Years of Experience in this district:	<u>20.5</u>
S	emester Hours	Grade or Subject to be taught:	Pre-K
Social Security Number:		Member of Teacher Retirement:	Contributory
	ТЕАСНЕ	R'S CONTRACT	
STATE OF ARKANSAS			
PARTIES: The <u>HAZEN</u>	School District, Party of the Fir	rst Part, and Vicki W Skarda, Party of the Second	Part,
agree as follows:			
EMPLOYMENT: The Pa	urty of the First Part by a major	rity vote of the directors present at a legally held me	eting on the
<b>26th</b> day of <b>March 2012</b> a	grees to employ <u>Vicki W Skar</u>	<u>'da,</u>	
Party of the Second Part as	provided herein:		
SERVICE: Party of the Seco	and Part agrees to perform services	s as follows:	
Pre-K, or other duties as directen days will be used for staff	ted by the Principal, for a total of development and in-service training	190 working days. 178 days will be student-teacher into ing, and two days will be used for parent-teacher conference.	eraction time, nces.
August 13, 2012 to May 29, 29 COMPENSATION FOR SE BOARD POLICIES: The per renewed shall be considered to	013.  RVICES: Annual compensation ersonnel policies of each school did be incorporated as terms of said	Months of School; <u>178</u> Days of School; <u>Calendar</u> under this contract is \$ <u>59</u> , <u>748.00</u> to be paid in <u>12</u> installistrict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless characters.	llments. into or
CERTIFICATION: The Par with another school district ex	ty of the Second Part certifies that cept for part-time services shared	t at the date of this contract he or she is not under teachir by more than one school district which is listed herein:	ng contract
which no teaching services we	SALARY: The Party of the Second re rendered (Ark. Stat. 80-1331)	and Part agrees to refund to the school district any salary	received for
OTHER CONDITIONS OF	EMPLOYMENT:		***************************************
Contract includes \$2000.00 cleaning duties for the Pre-F		gram Director. Contract also includes \$10,957 for	additional
This contract is null and voi	d if not signed and returned by	June 2, 2012.	
Given this the 2nd day of Mary	2012	Rich Johnson	
Party of the Second Part (Teach	ner)	President of the School Boar	**************************************
Address (Party of the Second P	art):	Sometony of the Sahaal Bassid	**************************************
Address (1 arry of the Second P	art)	Secretary of the School Board	

It is important that the following information (which is not a part	of the contract) be given.	
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>0</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>0</u>
Semester Hours	Grade or Subject to be taught:	<u>Pre-K</u>
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACHER'S	CONTRACT	
STATE OF ARKANSAS	smart	
PARTIES: The <u>HAZEN</u> School District, Party of the First l	Part, and Jennifer Linder, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majority	vote of the directors present at a legally held me	eting on the
20th day of <u>December 2012</u> agrees to employ <u>Jennifer Lind</u>		ar and
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services as	follows:	
<b>Pre-K</b> , or other duties as directed by the Principal, for a total of 100 five days will be used for staff development and in-service training,	working days. 94 days will be student-teacher interaction and one day will be used for parent-teacher conference.	raction time, nces.
TIME: The time period covered by this contract is:Mon January 7, 2013 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation und BOARD POLICIES: The personnel policies of each school district renewed shall be considered to be incorporated as terms of said commutual consent. (Act 224 of 1983)	der this contract is \$ 15,789.00 to be paid in 7 installr to the time a teacher's contract is entered tract and shall be binding upon both parties unless of	nents.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that at with another school district except for part-time services shared by	the date of this contract he or she is not under teaching more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Second I which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	·	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by Fe	ebruary 28, 2013.	
Given this, the 29th day of January, 2013	Richer Thu	
Party of the Second Part (Teacher)	President of the School Board	The state of the s
Address (Party of the Second Part)	Secretary of the School Board	0.000

It is in portant that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UAM</u>	Total Years of Experience:	<u>5</u>
Certificate based on MS Degree or	Years of Experience in this district:	<u>0</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
ТЕАСНЕ	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Billy Smith, Party of the Second Part,	
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majo	ority vote of the directors present at a legally held me	eeting on the
28th day of January 2013 agrees to employ Billy Smith	<u>l</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary Special Education, or other duties as directed by teacher interaction time, five days will be used for staff developteacher conference.	the Principal, for a total of 86 working days. 80 days wipment and in-service training, and one day will be used for	ll be student- or parent-
TIME: The time period covered by this contract is:  January 28, 2013 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	n under this contract is $\frac{16,652.76}{100}$ to be paid in $\frac{6}{100}$ installadistrict in effect at the time a teacher's contract is entered	nents.
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services shared	at at the date of this contract he or she is not under teaching d by more than one school district which is listed herein:	ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned b	by March 8, 2013.	
Given this, the 8th day of February, 2013	Did Sil	
Party of the Second Part ( 1 cache.)	President of the school Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is no	ot a part of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	<u>12</u>
Certificate based on BSE Degree or	Years of Experience in this district:	<u>6</u>
Semester Hours	Grade or Subject to be taught:	Elem Dean of Students
Social Security Number:	Member of Teacher Retirement:	Contributory
TEACI	HER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	st Part, and <u>Jason M Stewart</u> , Party of the Second F	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majorit March 2012, agrees to employ Jason M Stewart,	ty vote of the directors present at a legally held meet	ting on the 26th day of
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform ser	rvices as follows:	
Elementary Dean of Students and other duties assign be student-teacher interaction time, ten days will be used for parent-teacher conferences. Contract amount	sed for staff development and in-service training	g, and two days will
TIME: The time period covered by this contract is:  July 30, 2012 to May 29, 2013, or such other time as may be COMPENSATION FOR SERVICES: Annual compensation by BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of mutual consent. (Act 224 of 1983)	be determined by the board.  ation under this contract is \$ 47,758.00 to be paid in bol district in effect at the time a teacher's contract is said contract and shall be binding upon both parties	12 installments. s entered into or
<b>CERTIFICATION:</b> The Party of the Second Part certifie with another school district except for part-time services sh		
REFUND OF UNEARNED SALARY: The Party of the which no teaching services were rendered (Ark. Stat. 80-13 TERMINATION:		ny salary received for
OTHER CONDITIONS OF EMPLOYMENT:		
<ul> <li>A. Attendance at all athletic events is encouraged. H including tournaments, is required.</li> <li>B. Handle all discipline for grades 9-12 when the Hig C. This contract is null and void if not signed and retreated.</li> </ul>	gh School Principal is off campus.	basketball games,
Given this, the $2^{nd}$ day of May, 2012.		
	"Kicky Holm	
Party of the Second Part (Teacher)  Address (Party of the Second Part)	President of the School Beard	RO

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>6</u>
Certificate based on BA Degree or	Years of Experience in this district:	<u>5</u>
Semester Hours	Grade or Subject to be taught:	Elem Art
Social Security Number	Member of Teacher Retirement:	Contributor
ТЕАСНЕ	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the I	First Part, and Candace D Taylor, Party of the Second	nd Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held mo	eeting on the
26th day of March 2012 agrees to employ Candace D	<u>Taylor</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ces as follows:	
Elementary Art, or other duties as directed by the Principal, interaction time, ten days will be used for staff development a conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of sai mutual consent. (Act 224 of 1983)	on under this contract is \$ 32,700.00 to be paid in 12 insta district in effect at the time a teacher's contract is entered	illments. I into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services share		
REFUND OF UNEARNED SALARY: The Party of the Se which no teaching services were rendered (Ark. Stat. 80-1331 TERMINATION:		y received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this the 2nd day of May. 2012	Rich Selmon	<b>k</b> u
Party of the Second Part (Heacher)	President of the School Board	)
Address (Party of the Second Part)	Secretary of the School Board	<b>7</b>

It is important that the following information (which is not a		
Years of training: College <u>UALR</u>	Total Years of Experience:	<u>20</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>20</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Contributory
ТЕАСНЕ	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the I	First Part, and Karen C Tipton, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a maje	ority vote of the directors present at a legally held mo	eeting on the
26th day of March 2012 agrees to employ Karen C Ti	pton,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ces as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of samutual consent. (Act 224 of 1983)	on under this contract is \$ 44,291.00 to be paid in 12 insta district in effect at the time a teacher's contract is entered id contract and shall be binding upon both parties unless c	llments.
CERTIFICATION: The Party of the Second Part certifies the with another school district except for part-time services share		
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned	by June 2, 2012.	
Given this, the 2nd day of May, 2012	D:4 22	
Party of the Second Part (Teacher)	President of the School Bellin	)
Address (Party of the Second Part)	Secretary of the School Board	

It is improved that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the following in fact that the following is for the fact that the following is for the fact that the following is for the fact that the fact th		
It is important that the following information (which is not a Years of training: College UALR		
Certificate based on BSE Degree or	Total Years of Experience: Years of Experience in this district:	<u>21</u>
Semester Hours	Grade or Subject to be taught:	10 High School
Social Security Number:	Member of Teacher Retirement:	<u>Contributory</u>
ТЕАСНЕ	ER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Angelia Tripp, Party of the Second	Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held	meeting on the
26th day of March 2012 agrees to employ Angelia J Tr	<u>ripp,</u>	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	ees as follows:	
Mathematics, or other duties as directed by the Principal, for interaction time, ten days will be used for staff development arconferences.	a total of 190 working days. 178 days will be student- nd in-service training, and two days will be used for pa	teacher rent-teacher
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensatio BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is \$ 39,450.00 to be paid in 12 indicated in 12 incompared in 12 inc	stallments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share	nat at the date of this contract he or she is not under tead by more than one school district which is listed herei	ching contract n:
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		ary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	by June 2, 2012.	
Given this, the 2nd day of May, 2012	$\omega$	
Party of the second Part (I dacher)	President of the School Board	77
40 5 CO	laund Strok	<u>K</u>
Address (Party of the Second Part)	Secretary of the School Board	

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It is in 1 portant that the following information (which	is not a part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>26</u>
Certificate based on BS Degree or	Years of Experience in this district:	
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number:	Member of Teacher Retirement:	Non Contributory
TE	ACHER'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party	of the First Part, and Susan Tucker, Party of the Se	cond Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by	y a majority vote of the directors present at a legally	held meeting on the
31st day of July 2012 agrees to employ Susan T	<u>'ucker</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perfor	m services as follows:	
	oal, for a total of 190 working days. 178 days will be stud in-service training, and two days will be used for parent-to-	
August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual com BOARD POLICIES: The personnel policies of each	Months of School; <u>178</u> Days of School; <u></u>	12 installments. entered into or
	ertifies that at the date of this contract he or she is not und ces shared by more than one school district which is listed	
which no teaching services were rendered (Ark. Stat. TERMINATION:	of the Second Part agrees to refund to the school district at 80-1331)	ny salary received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and re	eturned by September 9, 2012.	
Given this, the 9th day of August, 2012	Did Sel	ASSESSMENT AND ADMINISTRATION AN
Party of the Second Part (Teacher)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	<u>3</u>
Certificate based on BS Degree or	Years of Experience in this district:	<u>2</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
ТЕАСНЕ	CR'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Lance Turner, Party of the Second Pa	nrt,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Lance Turns	er,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary Music, or other duties as directed by the Principa interaction time, ten days will be used for staff development ar conferences.		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensatio BOARD POLICIES: The personnel policies of each school or renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is \$ 31,350.00 to be paid in 12 install district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless cl	lments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies th with another school district except for part-time services share		ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	)	1 1000
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by	by June 2, 2012.	
Given this, the 2nd day of May, 2012		
Party of the Second Part (Teacher)	President of the School Bour	•
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a pa	art of the contract) be given.	
Years of training: College <u>Harding</u>	Total Years of Experience:	<u>17</u>
Certificate based on <u>BA</u> Degree or	Years of Experience in this district:	7
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHER	'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the First	st Part, and <b>Stephanie L VanHouten</b> , Party of the	e Second Part,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majori	ty vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Stephanie L V	anHouten,	÷
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
<b>Elementary</b> , or other duties as directed by the Principal, for a to time, ten days will be used for staff development and in-service t		
TIME: The time period covered by this contract is:Maugust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation of BOARD POLICIES: The personnel policies of each school distrenewed shall be considered to be incorporated as terms of said of mutual consent. (Act 224 of 1983)	under this contract is \$ 37,650.00 to be paid in 12 install strict in effect at the time a teacher's contract is entered contract and shall be binding upon both parties unless c	llments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared		ing contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		1.0000000000000000000000000000000000000
This contract is null and void if not signed and returned by	June 2, 2012.	
Given this, the 2nd day of May, 2012	D. V.	
Party of the Second Part (Teacher)	President of the School Borr	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the follow	ing information (which is n	not a part of the contract) be given.	
Years of training: College	<u>Harding</u>	Total Years of Experience:	<u>14</u>
Certificate based on MAT Dep	gree or	Years of Experience in this district:	9
S	Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number		Member of Teacher Retirement:	Contributory
	TEAC	HER'S CONTRACT	
STATE OF ARKANSAS			
PARTIES: The <u>HAZEN</u>	School District, Party of the	he First Part, and Angela M Williams, Party of the Seco	ond Part,
agree as follows:			
EMPLOYMENT: The Pa	arty of the First Part by a n	najority vote of the directors present at a legally held me	eting on the
<u>26th</u> day of <u>March 2012</u> a			J
Party of the Second Part as	provided herein:		
SERVICE: Party of the Seco	and Part agrees to perform se	ervices as follows:	
Elementary, or other duties at time, ten days will be used for	s directed by the Principal, for staff development and in-se	or a total of 190 working days. 178 days will be student-teacher corvice training, and two days will be used for parent-teacher co	ner interaction onferences.
August 13, 2012 to May 29, 20 COMPENSATION FOR SE BOARD POLICIES: The perenewed shall be considered to	013.  RVICES: Annual compensions of each school be incorporated as terms of	Months of School; <u>178</u> Days of School; <u>Calendar</u> cation under this contract is \$ <u>41,291.00</u> to be paid in <u>12</u> install gool district in effect at the time a teacher's contract is entered if said contract and shall be binding upon both parties unless characteristics.	lments.
CERTIFICATION: The Par with another school district exc	ty of the Second Part certifie cept for part-time services sh	es that at the date of this contract he or she is not under teachir hared by more than one school district which is listed herein:	ng contract
which no teaching services we	re rendered (Ark. Stat. 80-13	Second Part agrees to refund to the school district any salary 331)	received for
OTHER CONDITIONS OF	EMPLOYMENT:		
This contract is null and voi	d if not signed and returne	ed by June 2, 2012.	
Given this the 2nd day of May	, 2012	Rich Holmon	
Party of the Second Part (Teach	ner)	President of the School Board	)
Address (Party of the Second Party of the Seco	art)	Secretary of the School Board	<del>***</del>

It is in a portant that the following information (which is not a	part of the contract) be given.	
Years of training: College <u>UCA</u>	Total Years of Experience:	1
Certificate based on MAT Degree or	Years of Experience in this district:	1
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHE	R'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the F	First Part, and Clint Williams, Party of the Second P	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a major	ority vote of the directors present at a legally held me	eting on the
26th day of March 2012 agrees to employ Clint William	<u>ms</u> ,	
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform service	es as follows:	
Elementary, or other duties as directed by the Principal, for a time, ten days will be used for staff development and in-service		
TIME: The time period covered by this contract is:  August 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation BOARD POLICIES: The personnel policies of each school renewed shall be considered to be incorporated as terms of said mutual consent. (Act 224 of 1983)	on under this contract is \$34,791.00 to be paid in 12 install district in effect at the time a teacher's contract is entered d contract and shall be binding upon both parties unless of	ments. into or
<b>CERTIFICATION:</b> The Party of the Second Part certifies the with another school district except for part-time services share		ng contract
REFUND OF UNEARNED SALARY: The Party of the Sec which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:		received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned May 2, 2012.	by June 21, 2012. This contract replaces the contrac	t issued on
Given this. the 21st day of May 2012	Rich John	
Party of the Second Part (Teacner)	President of the School Board	
Address (Party of the Second Part)	Secretary of the School Board	

It is important that the following information (which is not a pa	rt of the contract) be given.	
Years of training: College <u>ASU</u>	Total Years of Experience:	<u>5</u>
Certificate based on MSE Degree or	Years of Experience in this district:	<u>5</u>
Semester Hours	Grade or Subject to be taught:	Elementary
Social Security Number	Member of Teacher Retirement:	Contributory
TEACHER	'S CONTRACT	
STATE OF ARKANSAS		
PARTIES: The <u>HAZEN</u> School District, Party of the Firs	et Part, and Julie C Young, Party of the Second P	art,
agree as follows:		
EMPLOYMENT: The Party of the First Part by a majorit	y vote of the directors present at a legally held me	eeting on the
26th day of March 2012 agrees to employ Julie C Young,		
Party of the Second Part as provided herein:		
SERVICE: Party of the Second Part agrees to perform services	as follows:	
Elementary, or other duties as directed by the Principal, for a tot time, ten days will be used for staff development and in-service to		
TIME: The time period covered by this contract is:MAugust 13, 2012 to May 29, 2013.  COMPENSATION FOR SERVICES: Annual compensation to BOARD POLICIES: The personnel policies of each school dis renewed shall be considered to be incorporated as terms of said comutual consent. (Act 224 of 1983)	under this contract is \$ 36,791.00 to be paid in 12 instatrict in effect at the time a teacher's contract is entered ontract and shall be binding upon both parties unless c	llments.
<b>CERTIFICATION:</b> The Party of the Second Part certifies that with another school district except for part-time services shared by		ing contract
REFUND OF UNEARNED SALARY: The Party of the Secon which no teaching services were rendered (Ark. Stat. 80-1331) TERMINATION:	, ,	received for
OTHER CONDITIONS OF EMPLOYMENT:		
This contract is null and void if not signed and returned by May 2, 2012.	June 21, 2012. This contract replaces the contract	et issued on
Given this, the 21st day of May, 2012	D.L. Welmer	
Partty of the Second Part ( reacner)  Address (Party of the Second Part)	President of the School Board  Secretary of the School Board	)